RS.15.08
March 9, 2015

UNIVERSITY OF ILLINOIS
URBANA-CHAMPAIGN SENATE
Prefiled Resolution

RS.15.08 **Resolution Endorsing the Final Report of the Hiring Policies and Procedures Review Committee**

WHEREAS, Provost and Vice Chancellor Ilesanmi Adesida and Chair of the Senate Executive Committee Roy Campbell, on October 1, 2014, jointly charged a special committee "to review policies and processes for faculty hiring" and to submit a report of their "findings and recommendations for changes or clarifications" in these procedures; and

WHEREAS, the Hiring Policies and Procedures Review Committee's Final Report of December 12, 2014 concludes that the principles of "effective review," "competitiveness," "responsibility," and "shared governance" are well served through established hiring practices, which "rely on judgment of department faculty and administrators who have the level of expertise necessary to thoroughly evaluate candidates' qualifications"; and

WHEREAS, the report shows that the Board of Trustees effectively exercises its "final approval authority" over appointments by relying on and deferring to "the academic and professional judgment of the faculty and faculty administrators," specifically by appointing and delegating responsibility to chancellor, provost, and deans; and

WHEREAS, "the success of this longstanding appointment process is seen in the world-class faculty that the University of Illinois at Urbana-Champaign has been able to attract"; and

WHEREAS, changing these procedures so that the Board of Trustees would conduct "substantive reviews of candidates' qualifications," would damage the competitiveness of the University in hiring the best faculty and undermine shared governance, "in particular the faculty's responsibility to maintain academic excellence and the high professional standards appropriate to one of the world's premier research universities";

BE IT RESOLVED that the Senate of the Urbana-Champaign Campus endorses the recommendations in the Final Report of the Hiring Policies and Procedures Review Committee that policies be amended where necessary to "align them with the current and historical hiring practices followed by the Urbana campus." Specifically:

> "1) The board should continue its oversight of faculty hiring through the review and approval of all faculty administrative appointments at the level of deans and above;
> 2) The board of trustees should formally delegate its responsibility for tenured and tenure-track academic appointments that do not involve administrative positions at the level of deans and above to the president, who in turn should continue the existing policy of delegating to the chancellor and provost;
> 3) The campus should review its procedures for off-cycle tenure review to ensure that those processes continue to operate both rigorously and expeditiously."

Submitted February 19, 2015 by senators
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